



WILLIAM T FUJIOKA  
Chief Executive Officer

## County of Los Angeles CHIEF EXECUTIVE OFFICE

Kenneth Hahn Hall of Administration  
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*"To Enrich Lives Through Effective And Caring Service"*

Board of Supervisors  
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Fifth District

November 18, 2014

The Honorable Board of Supervisors  
County of Los Angeles  
383 Kenneth Hahn Hall of Administration  
500 West Temple Street  
Los Angeles, California 90012

Dear Supervisors:

### **COUNTYWIDE COMPENSATION ACTIONS (ALL DISTRICTS - 3 VOTES)**

#### **SUBJECT**

This letter and the accompanying ordinance will update the tables of classes of positions.

#### **IT IS RECOMMENDED THAT THE BOARD:**

Approve the accompanying ordinance amending Title 6 - Salaries of the County Code to adjust the salary range for four (4) positions in various departments.

#### **PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION**

We are recommending a salary range adjustment for four (4) non-represented Management Appraisal and Performance Plan (MAPP) classifications (Attachment A). Specifically, we are recommending salary range increases for the position of Director of Consumer Affairs from salary range R13 to R14, the position of Director of Animal Care and Control from salary range R16 to R17, the position of County Librarian from salary range R18 to R19, and the position of Executive Officer, Board of Supervisors from R18 to R19. The justification for this recommendation is to reflect the increased demand in services and the expanding role of each of these departments.

#### **Implementation of Strategic Plan Goals**

Your approval of the accompanying ordinance is consistent with the County Strategic Plan Goal 1 - Operational Effectiveness/Fiscal Sustainability as it establishes effective organizational structures and individual position allocations for County departments, which in turn helps to maximize the effectiveness of processes, structure, operations, and strong fiscal management to support timely delivery of customer-oriented and efficient public services. Specifically, it will improve the quality of

the workforce, achieve departmental operational efficiencies, and maintain consistency in personnel practices throughout the County.

**FISCAL IMPACT/FINANCING**

This action will change salary range designations and not the actual salary of the current incumbents. No additional funding is required.

**FACTS AND PROVISIONS/LEGAL REQUIREMENTS**

The County Charter authorizes the establishment and maintenance of "a classification plan and the classification of all positions." This responsibility is further delineated in Civil Service Rule 5.

The accompanying ordinance implementing amendments to Title 6 - Salaries of the County Code has been approved as to form by County Counsel.

**IMPACT ON CURRENT SERVICES (OR PROJECTS)**

Your approval of these classification recommendations will enhance the operational effectiveness of the departments through the proper classification and compensation of positions.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'W. T. Fujioka', with a long horizontal line extending to the right.

WILLIAM T FUJIOKA

Chief Executive Officer

WTF:BC:JA:MTK

NV:SO:AP:mst

Enclosures

c: Executive Office, Board of Supervisors  
County Counsel  
Auditor-Controller  
Human Resources  
Consumer Affairs  
Animal Care and Control  
Public Library

**ATTACHMENT A**

**NON-REPRESENTED MAPP CLASSIFICATION  
RECOMMENDED FOR SALARY CHANGE**

<b>Item No.</b>	<b>Title</b>	<b>Current Salary Schedule and Level</b>		<b>Recommended Salary Schedule and Level</b>	
1109	Executive Officer, Board of Supervisors	N23	R18	N23	R19
1671	Director of Consumer Affairs	N23	R13	N23	R14
2998	Director of Animal Care and Control	N23	R16	N23	R17
8363	County Librarian	N23	R18	N23	R19

## ANALYSIS

This ordinance amends Title 6 - Salaries of the Los Angeles County Code by:

- Changing the salary of four (4) non-represented employee classifications.

MARK J. SALADINO  
County Counsel

By: 

RICHARD D. BLOOM  
Principal Deputy County Counsel  
Labor & Employment Division

RDB:mt

Requested: 09-30-14  
Revised: 09-30-14  
11-05-14

**ORDINANCE NO. \_\_\_\_\_**

An ordinance amending Title 6 - Salaries of the Los Angeles County Code relating to salary changes in various departments.

The Board of Supervisors of the County of Los Angeles ordains as follows:

**SECTION 1.** Section 6.28.050 is hereby amended to change the salaries of the following classifications:

ITEM NO.	TITLE	EFFECTIVE DATE	SALARY OR SALARY SCHEDULE AND LEVEL	
8363	COUNTY LIBRARIAN	10/01/2008	N23	R18
		10/01/2013	N23	R18
		10/01/2014	N23	R18
		04/01/2015	N23	R18
		*	N23	R19
		<u>04/01/2015</u>	<u>N23</u>	<u>R19</u>
2998	DIRECTOR OF ANIMAL CARE & CONTROL	10/01/2008	N23	R16
		10/01/2013	N23	R16
		10/01/2014	N23	R16
		04/01/2015	N23	R16
		*	N23	R17
		<u>04/01/2015</u>	<u>N23</u>	<u>R17</u>
1671	DIRECTOR OF CONSUMER AFFAIRS	01/17/2012	N23	R13
		10/01/2013	N23	R13
		10/01/2014	N23	R13
		04/01/2015	N23	R13
		*	N23	R14
		<u>04/01/2015</u>	<u>N23</u>	<u>R14</u>

1109	EXECUTIVE OFFICER, BD OF SUPERVISORS	10/01/2012	N23	R18
		10/01/2013	N23	R18
		10/01/2014	N23	R18
		04/01/2015	N23	R18
		*	<u>N23</u>	<u>R19</u>
		<u>04/01/2015</u>	<u>N23</u>	<u>R19</u>

**SECTION 2.** Pursuant to Government Code Section 25123(f), this ordinance shall take effect immediately upon final passage.

[628050APCEO]